



## CITY OF BERWYN FIRE & POLICE COMMISSION

### BERWYN POLICE DEPARTMENT LATERAL POLICE OFFICER

**Date of Posting:** December 16, 2025

**Salary:** \$105,735.72 (with more than two years' experience) plus a one-time hiring bonus of \$5,000 after successful completion of probationary period

**Job Type:** Full-time, Illinois Municipal Police Association Union (IMPA)

#### **Description:**

The City of Berwyn is now accepting applications for Lateral Transfer Police Officers. Candidates should under general supervision, be able to perform general police patrol duties, including but not limited to: basic accident investigations, traffic control and enforcement, initial investigations into criminal and non-criminal activity and related functions involving the safety and protection of life and property, promote crime prevention strategies, apprehend criminals, and enforce Federal, State and Local Statutes/Ordinances.

#### **Wages and Seniority:**

Effective 1/01/2026, the starting salary for a Lateral Entry Probationary Patrol Officer with more than two years experience will be \$105,735.72 per current collective bargaining agreement. Lateral Entry Officers shall receive a one-time signing bonus of \$5,000.00 to be paid upon successful completion of the probationary period.

#### **Benefits:**

- Specialty Pay for the following assignments: Detectives, Warrant/Court Officer, Training Manager, Traffic Officer, Traffic Crash Investigator, Drug Recognition Expert (DRE), Community Policing Officer, School Resource Officer, Certified Evidence Technician, and Crime Scene Investigator
- College Education Stipends (paid annually)
- Tuition Reimbursement
- Paid Court Time
- Defined Benefit Pension Plan
- Health, Dental, and Life Insurance
- Deferred Compensation 457(b) plan
- VEBA Plan (Voluntary Employee Beneficiary Association)
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## CITY OF BERWYN FIRE & POLICE COMMISSION

### **Join the Berwyn Police Department:**

The Berwyn Police Department is an organization comprised of people with integrity, committed to providing total quality police service to the community in an honest, fair, professional and courteous manner. Recognizing the changing and diverse needs of the community, the Berwyn Police Department promotes and encourages a policy of professional and individual excellence which is delivered and enhanced by continuing education and training. Our professionalism will forge a partnership with the community, which is based upon effective communication, confidence, mutual trust and a commitment to improve and maintain the quality of life and to provide for the safety and welfare of our citizens. This mission is accomplished through our experienced and knowledgeable employees, who represent our most important resource.

The Berwyn Police Department offers great opportunities for specialization and career development for its 117 sworn officers. Specialty assignments include:

- Uniformed Patrol Division
- Criminal Investigations Unit
- Youth Investigations Unit
- Tactical Unit
- Traffic Enforcement Unit
- Drug Recognition Expert (DRE)
- Accident Crash Reconstruction
- Crime Scene Evidence Technicians
- Field Training Officers (FTO)
- NIPAS EST/Mobile Field Force
- School Resource Officers (SRO)
- Training Division
- Community Relations & Policing
- WESTAF Task Force
- FBI Task Force
- ATF Task Force
- DEA Task Force
- HIDTA Task Force
- HSI Task Force
- USMS Task Force
- WEDGE Task Force
- K9 Officers
- Range Officers
- Honor Guard

### **Residency:**

All members as a condition of employment must reside within the boundaries of the following counties by the end of their probationary period and maintain residency within the State of Illinois: Cook, DuPage, Will, Kane, Lake, and McHenry.



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### **Lateral Entry Qualifications:**

- Must be at least 21 years of age
- Must possess a High School diploma and have at least 30 credit hours of law enforcement college credits or an Associate's Degree from an accredited university or college and/or five years of employment as a sworn law enforcement officer.
- Currently certified as a full-time law enforcement officer in the state of Illinois, or be eligible to receive a waiver from the Illinois Law Enforcement Training Standards Board (If previously certified out of state),
- Minimum of 3 years of on-the-job experience, preferred
- Must possess a valid driver's license
- Must possess a valid Firearms Owners Identification Card (FOID) upon appointment.
- Be able to operate designated city vehicles
- Have fewer than two chargeable accidents within the past 36 months
- Have no convictions for DUI and no loss of license as a result of a moving violation within the past 36 months at the time of application
- Have no felony convictions
- Have no convictions for serious misdemeanors involving moral turpitude as defined in 65 ILCS/10-2.1-6
- Applicants for examination must be citizens of the United States, except that an individual who is not a citizen but is legally authorized to work in the United States under federal law or is an individual against whom immigration action has been deferred by the U.S. Citizenship and Immigration Services under the federal Deferred Action for Childhood Arrivals (DACA) process is authorized to apply for the position of police officer, subject to (i) all requirements and limitations, other than citizenship, to which other applicants are subject and (ii) the individual being authorized under federal law to obtain, carry, or purchase or otherwise possess a firearm



## **CITY OF BERWYN FIRE & POLICE COMMISSION**

### **Applicants who meet the above qualifications must:**

- Complete and submit an application
- Participate in an interview/assessment process conducted by a joint committee
- Furnish job experience documentation
- Provide a law enforcement certification that has been issued or accepted by the Illinois Training and Standards Board

### **Examination Process:**

The examinations of lateral entry candidates shall be job-related and practical in character and relate to those matters which will fairly test the capacity of the persons examined to discharge the duties of the position. Candidates are required to provide a resume and copies of training and certification documentation for scoring purposes. Candidates will also be scored on:

- Cognitive abilities
- Personal appearance
- Interpersonal skills
- Communication skills
- Attitude towards police work
- Police related knowledge

### **The initial examination of candidates will include:**

Oral Assessment Interview(s), Background Investigation, Polygraph Exam

### **Candidates receiving a conditional offer of employment will be required to pass the following:**

Psychological/Physical Exam, Medical Exam/Drug Screening

### **Eligibility List:**

Acceptable candidates shall be placed on a new or current lateral entry eligibility pool list in alphabetical order, from which the City of Berwyn's Board of Fire & Police Commission may select, at their discretion to fill lateral entry vacancies depending on qualifications and experience. Acceptable candidates may remain on the lateral entry eligibility pool list for a period of up to two years.



## CITY OF BERWYN FIRE & POLICE COMMISSION

### **Applications:**

The application period is currently open and applications will continue being accepted until available positions are filled by the BFPC. Applicants for Lateral Entry Police Officer positions may be obtained on the **Berwyn Police Department's website:** [www.berwynpd.org/employment](http://www.berwynpd.org/employment).

### **Completed applications must be submitted with all supporting documentation:**

- current resume
- photocopy of applicant's current State of Illinois issued valid driver's license
- photocopy of valid Illinois Firearms Owners Identification Card
- photocopy of Social Security Card
- photocopy of birth certificate
- photocopy of a certificate of high school diploma or GED, college transcripts and/or diploma
- photocopy of ILETSB certificate
- photocopy of current police certifications (if applicable)

### **Applications to be considered must be returned with all supporting documentation to:**

Berwyn Police Department - Front Desk  
6401 W. 31<sup>st</sup> Street, Berwyn, IL 60402  
Attn: "Police Administration"

### **An Equal Opportunity Employer:**

All City of Berwyn applicants will be afforded equal employment opportunity without discrimination because of race, color, religion, sex, marital status, national origin or ancestry, citizenship status, age, physical or mental disability unrelated to ability, sexual orientation, gender identity, military status or unfavorable discharge from military service.